

2025-26 EDI priorities for Imperial College Union, submitted by Helena Schofield

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Ensure representation structures are reflective of the student body and accessible to all students.	All	<ul style="list-style-type: none"> - Deliver Democracy Review recommendations which aim to expand engagement with rep structures - Move to a flat-structure for Liberation & Community Networks, and enhance training and support - Election outreach to encourage students from marginalised groups to stand for positions (I can stand events, extra manifesto support, etc) 	<p>Democracy review research indicated that LCOs currently feel inconsistently supported with unclear remits.</p> <p>In a 2022 post-election survey, out of the candidates that completed it: 58% were men, and 42% women, all of whom identified with the gender they were assigned to</p> <p>17% of candidates were aged 26-30, with the rest being 25 or under</p> <p>45% were East Asian, 27% were White, 18% South Asian, and 9% Mixed</p> <p>In the 2024 post-election survey, of the candidates that completed it: 73% Women, 18% Men, 9% non-binary, 91% of who identified with their gender assigned to them at birth, and 9% who didn't</p> <p>45% candidates were aged 22-25, and 55% 18-21</p> <p>55% candidates were White, 18% East Asian, 18% other, 9% South Asian.</p>	ICU Representation Manager and ICU Governance and Executive Manager	February 2026	<p>100% of rep structure democracy review recommendations implemented</p> <p>80% network members attend training</p> <p>Qualitative feedback received from network members</p> <p>Increase in proportion of candidates from underrepresented groups compared to 2024/25 baseline</p>

2. Deliver a research project to address barriers for students who identify as women at Imperial	Gender	<ul style="list-style-type: none"> - Create research plan - Reach out to EDI Faculty Coordinators and Athena SWAN staff to present research plan - Deliver pulse surveys, outreach, focus groups - Socialise ad action plan recommendations 	<p>Qualitative data from Student Experience Survey that Imperial feels 'male-dominated'</p> <p>Qualitative NSS data with women expressing difficulties related to gender at Imperial, and a lack of female staff representation</p> <p>OfS E6 new conditions of registration to protect women from sexual violence</p> <p>Previous ECRI research at Imperial on the progression of women into academia</p>	ICU Policy and Research Coordinator	November 2025 January 2026 March 2026	<p>8+ focus groups, pulse surveys and outreach opportunities completed</p> <p>Report produced and presented within project timeline</p> <p>70 % of stakeholders committing to at least one action</p>
3. Develop student volunteers' understanding of EDI and liberation	All	<ul style="list-style-type: none"> - Provide EDI and liberation training to student volunteers - Provide inclusive events and projects training to CSPs and other student volunteers - Liberation and EDI topics included in student volunteer newsletters 	39% students who complete Student Experience Survey said clubs and societies were inclusive and accessible, with some free text comments expressing that some societies felt 'White' and 'male-dominated'.	ICU Director of Membership Services, Activities Managers and Representation Manager	July 2026	<p>70% of student reps and LCNs complete EDI and liberation training</p> <p>60% of CSPs attend inclusive events and projects training</p>
4. Grow engagement and accessibility of clubs and societies	All	<ul style="list-style-type: none"> - Develop dashboard comparing demographic data with CSP funding - Rewards and recognition framework developed to include rewarding CSPs who demonstrate inclusive culture - SEF to become permanent to students on bursaries 	As above	ICU Director of Support Services, ICU Activities Manager, ICU Deputy President Activities		<p>Qualitative feedback indicating improved culture and diversity within societies</p> <p>3 CSPs recognised/showcased for their inclusive culture</p>
5. Inclusive spaces	All	<ul style="list-style-type: none"> - Launch project on Beit ICU Building redesign - Lobby university on space accessibility issues as they arise - Venue and space managers at ICU trained on EDI - Events and space plans created to highlight accessibility plans 	Research in developing ICU's EDI strategy demonstrated that there is not enough knowledge, understanding or clear view on how our spaces or events can become more accessible to under-represented students and staff.	ICU Health, Safety and Facilities Manager, ICU People Team		<p>100% career staff trained in EDI</p> <p>Event and space plans created and shared visibly</p>

6. ICU staff training	All	<ul style="list-style-type: none"> - Training on EDI and inclusive values delivered to complement Imperial Essentials version - Specific training for managers on supporting staff with differing needs 	Research in developing ICU's EDI strategy demonstrated that there is a perception that the senior and operational management teams are neither representative nor equipped to deal with EDI issues.	ICU People Team		100% career staff receive EDI training
7. Liberation events	All	<ul style="list-style-type: none"> - Create a shared organisational plan to key liberation events throughout the year (BHM, LGBTQ+ HM, Women's HM, South-Asian heritage, Disabilities Awareness, etc), led by Liberation & Community Network priorities - Define a collaborative and consistent approach with University on liberation period activity such as Black History Month through setting up working groups and linking with key stakeholders to plan a student-led programme of activity that is collaborative and not duplicating 	<p>Suite of events delivered across institution (5 events delivered across the month just from ICU), vs workload of staff</p> <p>Turnout for BHM events - ~200 attendees to ICU's/BME Network's launch event, ~20 to panel events</p>	ICU People Team, ICU Democracy & Campaigns Coordinator	<p>October 2025 December 2025 February 2026 March 2026 August 2026</p>	<p>Shared organisational plan created</p> <p>Positive feedback received from networks re: support received to run events</p>
8. Support Liberation & Community Networks to deliver their projects and activity	All	<ul style="list-style-type: none"> - Ethics & Environment: Deliver a forum for sustainable and ethical investments - Launch Movember campaign joint with societies and Mental Health Network - Deliver mental health workshops - Veganuary - Working class network: Deliver a campaign on finding and provision of hot and cheap food 	Elected Liberation and Community Networks' outlined priorities in their manifestos: Leadership Elections 2025 Manifestos eVoting Imperial College Union	Liberation & Community Networks, ICU Democracy & Campaigns Coordinator, Deputy President (Welfare)	<p>November 2025 December 2025 January 2026 February 2026</p>	<p>As above</p> <p>6 events/projects delivered by networks, with ICU staff support</p>